



**How Program Works:** Public Acts 359 and 360 of 2008 created the Michigan New Jobs Training Program (MNJTP).<sup>1</sup> This program, designed as an economic development incentive, authorizes community colleges to create a training pool (financing mechanism is flexible, colleges can issue debt, borrow from reserves, or use a pay-as-you-go model) to support employers that are creating new jobs and/or expanding operations in Michigan. The training for the newly hired workers is paid by capturing the state income tax associated with the new employees' wages and redirecting it to the college, instead of the state.

These are local agreements, between an employer and the community college Board of Trustees. There are no restrictions on the type of training delivered, employer size or industries served. It is a very flexible tool, focused on meeting the training needs of employer creating new jobs. The colleges report on an annual basis to the Michigan Department of Treasury on all existing MNJTP agreements.

**Employers / Industries Served by the Program:** A number of industries are supported by the MNJTP, for example Motor Vehicles & Equipment Manufacturing, Engines & Turbines, Plastics & Synthetics Manufacturing, Engineering & Architectural Services, Laboratory, Scientific & Research Instruments, Insurance; Health & Allied Services, Medical & Dental Instruments and Supplies, Data Processing Services and Agricultural Services. Employers range in size from large employers like General Motors, Denso International, and Farmers Group, to medium size employers like Cargill Kitchen Solutions, Chagan US Research & Development Center, and Grace Engineering. Program also serves small and start-up employers like Eco Bio Plastics, Electro-Optics Technology, Smooth Logistics and TentCraft Inc.

#### **Benefits of Program:**

- Employers have "skin in the game", namely they have to **hire employees and create new jobs FIRST**, before getting the benefit of free training.
- Program **eliminates the skills gap**; the training delivered to the new employees is *exactly* what the employers require. Most of the training funded by the MNJTP is contract-based, company-specific training.
- This is a **local program** (individual community colleges work directly with employers and local economic development to support job creation), and there are no restrictions by industry, employer size or type of training.

**MCCA Position:** The MCCA supports increasing the program's \$50 million legislative cap. Although the cap was instituted in an effort to minimize the exposure to the General Fund, it is important to note that as of September 14, 2015, only \$17,157,958 in income tax withholdings have been diverted in support of ALL EXISTING MNJTP contracts. These contracts are providing the training for 13,980 projected new jobs in Michigan.

#### **MNJTP BY THE NUMBERS**

**Employers Served by the Program: 113**

**MNJTP Contracts to Date: 125**

**Number of Projected New Jobs Supported by Existing MNJTP Agreements: 13,980**

**Participating Community Colleges: 18**

Note: MNJTP program data updated on 10.20.2015.

<sup>1</sup> Program was later amended via Public Act 130 of 2015.



Mahindra Vehicle Manufacturers Limited  
1055 West Square Lake Road  
Troy, MI 48098-2523  
Phone: (248) 268-6600

November 2, 2015

To whom it may concern:

Our company has recently located into the Troy, Michigan area primarily because we were able to find comparably competitive incentives for doing business in Michigan. We examined numerous countries and other States and decided to grow our roots in this area for specific reasons, one of which is the Michigan New Jobs Training Program (MNJT) as it exists in law and is administered today.

We have a work force particularly rich in automotive experience and they require the latest equipment and knowledge to perform their jobs. Ongoing, on-the-job and institutional training is a critical component in keeping our new workforce familiar with our tools and the business. As an off-shore manufacturer, those that design our automobiles must be educated in the latest global automotive standards but also in the capabilities of Indian based manufacturers and this can only be achieved via a rigorous training policy.

The MNJT program allows us to customize our training by providing the necessary referent expertise in planning training programs and linking those programs to local Community Colleges. These colleges provide us with a venue for drawing on both academic as well as business environments to support that effort.

At Mahindra North American Technical Center we believe that a continuing professional education is the bedrock for maintaining the highest levels of competence that we seek, to allow our customers, stakeholders and the communities where we locate to *RISE*.

Respectfully submitted,



Frederick Laws, CPA

Chief Financial Officer

Mahindra North American Technical Center  
248-268-6630



**Mahindra**  
Rise.

October 29, 2015

  
Samvardhana Motherson Reflectec  
SMR Automotive Systems USA  
1855 Busha Hwy  
Marysville, MI USA 48040  
Tel: 810-388-2430  
Fax: 810-388-0790  
[www.smr-automotive.com](http://www.smr-automotive.com)

To whom it may concern:

Samvardhana Motherson Reflectec (SMR) is a global leader in the production of exterior and interior mirrors, detection systems and related components for the automotive industry. SMR Automotive Systems USA, Inc. entered into a training agreement under the Michigan New Jobs Training Program with St. Clair County Community College in May of 2013, concurrent to a significant expansion of business in St. Clair County. The planned addition of hundreds of new positions was tied to the unique opportunity to train new employees through this innovative program. The ability of our company to work closely with our local community college meant we would have a responsive and relevant training plan to address any skill gaps that might be present in our workforce, while providing an opportunity for a competitive advantage through our highly trained team.

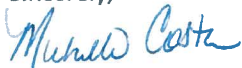
Through the Michigan New Jobs Training Program funding, SMR USA has utilized \$250,000 in training funds to train the 232 employees that we have in qualified new jobs. Since entering the Michigan New Jobs Training Program, our employees have received training in some of the following areas:

- Blueprint reading
- Problem Solving
- 5S training (organizing a workspace for efficiency and effectiveness)
- Safety and quality training, focusing on certifications in OSHA, PFMEA and ISO/TS
- Leadership skills
- Intermediate and Advanced Excel training

The broad choices for training under the program allow us to spread educational opportunities to new employees throughout the organization. We appreciate the flexible delivery systems for training, which allow for online personalized instruction to group trainings, both on and off our facilities. We have even purchased supplies, such as laptops and books, under the program to facilitate learning.

The flexibility of the program is exactly what is needed in the fast paced environment in which businesses like ours operate. Rapid response to elevate employee skills is an essential facet of this program. The MNJTP is a critical component in our expansion plan, and we fully support the continued operation of the program to keep Michigan based businesses like ours moving forward.

Sincerely,



Michelle Costa  
Human Resources Director  
SMR Automotive Systems USA, Inc.

November 3, 2015

To whom this may concern:

As the Human Resources Site Leader representing WABCO, the Michigan New Jobs Training Program (MNJT) provides needed funds to allow training to a new start up office for WABCO. Further this program was also a factor to locating WABCO to Michigan was due to the benefits gained through the MNJT program.

The direct access to qualified trainers for fundamental trainings, such as, Understanding Sexual Harassment, Forklift Safety, CDL Class A Training Program and Fire Extinguisher Safety training is needed for a growing company servicing the automobile and commercial vehicle industries. These are just a few examples of trainings that the MNJT program has provided to contribute in making WABCO a safer and more productive work environment.

When discussing the possibility of losing the funding of the MNJT program with the WABCO Management team, they immediately expressed concerns of how this will have a negative impact on the bottom line of the business. These few examples support that WABCO is in need of continuing the MNJT program beyond 2018.

Sincerely,



Rebecca Williams  
Human Resources Site Leader – Rochester Hills



October 29, 2015

Representative Al Pscholka  
Committee Chair  
124 North Capital Avenue  
Lansing, MI 48909-7514

Dear Representative Pscholka,

As a small business in Northern Michigan the Michigan New Jobs Training Program (NJTP) has been invaluable to Cherry Republic. The program allows us to hire new employees (15+) that fit our culture but may not have the necessary skills. They can acquire these skills through the MNJTP. This program eliminates the skills gap. The training delivered to the new employees is exactly what employers require. The majority of the training funded by the MNJTP is contract-based, company specific training. The program allows plenty of flexibility for the type of training required. At Cherry Republic, we have various skill levels required to complete tasks and the MNJTP gives us the ability to choose the right people for the job knowing they will get the proper training through the program. The MNJTP is a community driven program and there are no restrictions by industry or employer size. The local community colleges work directly with employers and local economic development to support job creation.

Thank you for taking the time to read this letter.

Sincerely,

Kelli Stepka  
Human Resources Manager  
Cherry Republic



Electro-Optics Technology, Inc.

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October 28, 2015

Representative Al Pscholka  
Committee Chair  
House Appropriations Committee  
Anderson House Office Building  
124 North Capitol Avenue  
P.O. Box 30014  
Lansing, MI 48909-7514

Dear Representative Pscholka,

Electro-Optics Technology, Inc. is fortunate to participate in the Michigan New Jobs Training Program (MNJTP) as a partner with Northwestern Michigan College in Traverse City, Michigan. This program has assisted us with the educating of our newly hired employees (35+) and allowing us the benefit of training and eliminating the skills gap without incurring the cost that typically would come with educating new employees in our industry. Most of the training enabled by this grant has been very industry and company specific, as we are a high tech company in Northern Michigan with very specific training and education needs.

The MNJTP program allows us the flexibility for the types of education and training necessary to assist our employees in acquiring basic skillsets, as well as more highly developed skillsets. We work closely with, and appreciate, our partners at Northwestern Michigan College, as they assist us with our education and training needs so that we may continue to grow and prosper.

There is currently a \$50 million cap on the aggregate outstanding obligation of all new jobs training program agreements and the program is scheduled to terminate in 2018. It would benefit companies to see the \$50 million cap increased or eliminated, and the program end date to be extended.

Sincerely,

Katie M. Corona, SPHR  
Human Resources Manager, Electro-Optics Technology, Inc.

October 30, 2015

Representative Al Pscholka  
Committee Chair  
House Appropriations Committee  
Anderson House Office Building  
124 North Capitol Avenue  
P.O. Box 30014  
Lansing, MI 48909-7514

Dear Sir:

Great Lakes Stainless, Inc. strongly supports the Michigan New Jobs Training Program (MNJTP) and its continuance. This program, MNJTP, is a multi beneficial program for our company that has both short tem and long term positive impact on our competitiveness and growth as well as our local community. The following are just some of the benefits of this valuable program:

- 1) To get any benefit a company must hire new employees in new positions. This specific carrot goes directly toward job creation and is a significant positive when businesses discuss expansion.
- 2) Being able to hire an employee who can get trained in the skills the employer needs. The program allows training that can directly and immediately bring positive results to a company. That allows the company to be more successful, have the ability to compete globally and plan on long term stability/growth knowing the employer can get much needed trained employees going forward.
- 3) The flexibility of the MNJTP program provides a wide range of skill acquisitions from basic to high-tech skills, the latter ever increasing difficulty to find and a major reason business relocate or move manufacturing overseas. Being assured that the community we are located will have the opportunity to have skilled labor in up to date techniques and in new technology is vital to any employer.
- 4) Design of the MNJTP program being local and the scope being large with no restrictions on industry or company size provides a fantastic opportunity for local communities to not only stay competitive but be attractive for all types of new businesses.
- 5) This program is specifically designed to create jobs and for employers to increase competitiveness but also has tremendous positive impact in the community. The more your local population has skills required in today's economy the more likely the community will prosper and attract new businesses.

It is Great Lakes Stainless, Inc. belief that this program is important to us and our community.

Sincerely,



David L Wigton  
Controller



*Custom Design. Professional Service. Outstanding Quality.*

11315 Steptoe Court  
Traverse City, MI 49685

[www.coligls.com](http://www.coligls.com)

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6875 US 131, Fife Lake, MI 49633 ♦ Phone: (231) 879-3372 ♦ Fax: (231) 879-4330 ♦ [www.hayescouplings.com](http://www.hayescouplings.com)

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October 28, 2015

Representative Al Pscholka  
Committee Chair  
House Appropriations Committee  
Anderson House Office Building  
124 North Capitol Avenue  
P.O. Box 30014  
Lansing, MI 48909-7514

Dear Representative Pscholka:

I am writing to convey my support for the Michigan New Jobs Training Program. As an employer and manufacturer in the State of Michigan, I am enthusiastic about any assistance available for employee training.

As you're probably well aware, manufacturers are struggling to find trained machinists. Due to the shortage of qualified prospects, we have been forced to hire untrained people and train them on the job. This is not the best option for a lot of reasons having to do with time and money. Luckily, we are very close to Northwestern Michigan College in Traverse City and they have given us hope regarding new training options available through the MNJTP.

The flexibility of the program is a major benefit. It allows for a tailored approach to training and makes it that much more appealing to us. NMC has taken the time to get to know our business (as well as our challenges) and can assist us in devising a training program that will benefit both our company and the prospective employee.

It is my hope that you can see the importance of supporting and promoting the MNJTP to your colleagues in the state house. It's a program that offers much needed assistance to employers in Michigan as well as providing jobs for your constituents.

Best Regards,

Penny Challenger  
Owner/Partner

# **SHORELINE**

## **POWER SERVICES** INC

Representative Al Pscholka  
Committee Chair  
House Appropriations Committee  
Anderson House Office Building  
124 North Capitol Avenue  
P.O. Box 30014  
Lansing, MI 48909-7514

Dear Representative Al Pscholka,

I am writing to you in support of the Michigan New Jobs Training Program (MNJTP). Our company, Shoreline Power Services, Inc. is just over three years old. In 2013, our company met with representatives for the MNJTP and they explained how the program worked and how it would help benefit us as a new company and provide jobs for our community.

One of the stipulations of the MNJTP is that we need to hire new employees and start them off at a minimum wage of \$12.95 in order to help pay for our training. We have hired more than 80 new employees who qualify for the MNJTP which means this program has allowed us to create jobs for our community, the employees we hire make well above minimum wage required by the program, and we are able to provide them with the training necessary to strengthen their skills and move them forward in their careers.

The MNJTP has allowed us to train our employees in first aid, CPR and AED training for on the job purposes as well as off the job safety purposes. Our employees have participated in infrared scanning classes, FLIR training, OPTO 22, Lead and Asbestos training, OSHA 10 and OSHA 30, Arc Flash, PPE, Lock-Out-Tag-Out, Identicard, and NEC Code Updates along with many other training classes. Many of these classes and conferences would not have been possible without the aid from the MNJTP program. These trainings, classes and conferences improve our employee's skills and knowledge as well as help us as a company safely and efficiently provide for our community. We are able to strengthen and define certain skills because of this program which helps keep us in business and that allows us to hire more employees and reduce our community unemployment rate.

MNJTP flexible schedule benefits our business by allowing our employees to receive training around the customer's need. If one of our customers requires a specific skill for their project, we are able to provide that training promptly because of the funds from MNJTP. The trainings can include basic skills like first aid and more high-tech skills like infrared training or



Wonderware Software conferences, giving our employee's a well-rounded skillset to rely on for every project.

Northwestern Michigan College has worked with us and other companies in the surrounding areas to help support job creation as well as improve job skills and development. This training program is important for our local and state economies. We have been able to add 80 plus additional jobs in just over two years and plan on creating more jobs for our economy, and it is this training program has made it all possible. We are able to train and teach our electrical apprentices by following a state approved apprenticeship program as well as different types of safety and skills training.

The Michigan New Jobs Training Program has been tremendously beneficial to our business's success as well as many other local companies.

Thank you,

A handwritten signature in blue ink that reads "Amanda Nickerson". The signature is fluid and cursive.

Amanda Nickerson  
Human Resource Manager



5670 Eagle Drive SE  
Grand Rapids, MI 49512  
Tel: (616)975-6143

October 28, 2015

ADAC Automotive is a supplier of engineered products to the world automotive industry. Our mission is to continually create customer satisfaction, enabling our business to prosper, thereby providing jobs for our employees and a reasonable return for our shareholders. ADAC is a member of VAST (Vehicle Access Systems Technology), a partnership which operates in the global automotive marketplace to provide products and services to strategic customers.

ADAC entered into a training agreement under the Michigan New Jobs Training Program with Muskegon Community College in June of 2012, parallel to a significant business expansion in Muskegon County. As a result of this expansion, ADAC has created 55 new positions that are eligible for the Michigan New Jobs Training Program funds.

The Michigan New Jobs Training Program has played a large role in supporting our business growth with specific and targeted training for our new associates. The program supports a large variety of training types which has been extremely beneficial as it allows each department to identify and remediate the gaps that are department specific. The broad choices for training under the program have allowed us to spread training opportunities to employees across the organization.

ADAC Automotive has been able to train new employees in a wide variety of applications through the program funding. Eligible ADAC employees have received training in some of the following areas:

- Geometric Dimensioning and Tolerancing
- Statistical Process Control
- Robotics
- Value Stream Mapping
- Lean Six Sigma
- Project Management
- Marketing Strategies
- Organizational Development
- Managerial Economics
- Managerial Accounting
- Human Resource Management
- Financial Management
- Process Failure Mode Effects Analysis

The Michigan New Jobs Training Program has proved to be invaluable to our training and development success. We fully support continuation of the MNJTP to keep our business, and Michigan based companies like ours, moving forward.

Sincerely,

A handwritten signature in blue ink that reads 'Christina Durnwald'.

Christina Durnwald  
Human Resource Generalist  
ADAC Automotive



DENSO INTERNATIONAL AMERICA, INC.  
24777 Denso Drive  
Southfield, Michigan 48033  
Tel: (248) 350-7500  
www.densocorp-na.com

November 2, 2015

Representative Al Pscholka  
Committee Chair  
House Appropriations Committee  
Anderson House Office Building  
124 North Capitol Avenue  
P.O. Box 30014  
Lansing, MI 48909-7514

RE: Michigan New Jobs Training Program ("MNJTP")

Representative Pscholka:

DENSO International America, Inc., DENSO's North American headquarters, is a Tier 1 auto industry supplier located in Southfield. We were awarded a multi-year contract for the Michigan New Jobs Training Program ("MNJTP") in March 2011. Our contract will expire in 2016.

DENSO has created over 250 new jobs since the start of the program. Employees hired into new jobs have been able to attend job specific training that has enabled them to gain the necessary skills to perform their jobs – helping them to eliminate any skills gap very quickly.

The flexibility of MNJTP has allowed for everything from basic-skills acquisition to high-tech skill development, and entire programs of study. In addition, training can be scheduled at a time and location most suitable to maximize the learning experience. This has proven to be invaluable to the development of these employees.

Oakland Community College in Auburn Hills, Michigan is the MNJTP program administrator for our region. They have worked very closely with us to make this program successful for our new jobs training needs.

Sincerely,

Ann L. Weiss  
Manager, Training & Organizational Development  
DENSO International America, Inc.



EMAG L.L.C.

38800 Grand River Avenue

Farmington Hills, MI 48335

Phone: (248) 477-7440

Fax: (248) 477-7784

November 2, 2015

Representative Al Pscholka  
Committee Chair  
House Appropriations Committee  
Anderson House Office Building  
124 North Capitol Avenue  
P.O. Box 30014  
Lansing, MI 48909-7514

Dear Representative Pscholka:

I am writing this letter to convey EMAG L.L.C.'s support of the Michigan New Jobs Training Program. EMAG L.L.C. has held an MNJT contract since 2012. Since that time, we have used MNJT funds to train our eligible employees in the areas of Proposal Engineering, Finance, Computer Skills, Human Resources, Project Management, Leadership, Six Sigma, Technical Writing, Engineering and Programming. The most beneficial part of the program is that we are able to customize training that exactly fits the needs of our organization.

Whether it involves training at our corporate headquarters, at a college or through a training provider, MNJT funds help to facilitate these activities. With the exception of the training that occurs at EMAG's German headquarters, all training has been local. Also, it has been most beneficial to work with our local community college, Oakland Community College, for the administration of the program. Oakland Community College has provided outstanding support to EMAG.

The MNJT program has encouraged job growth at EMAG L.L.C. After hiring our eligible employees, the training program has allowed us to ensure future success and retention of our hired employees. This in turn promotes the success of EMAG L.L.C. in the State of Michigan. We would hope that this program continues and grows so that more companies can be as positively affected as we have.

Best regards,

A handwritten signature in blue ink, appearing to read "Peter Loetzner". The signature is fluid and cursive, with a large initial "P" and "L".

Peter Loetzner

CEO, EMAG L.L.C.

November 2, 2015

To Whom It May Concern:

This letter is in support of the modification to the monetary cap in the Michigan New Jobs Training Program ("MNJTP"). Our company is growing, and we need to continue to train our workforce to meet the market's demands. Fortunately, we have been able to enter into an agreement with Mott Community College ("Mott CC") to participate in the MNJTP to hire, promote and train our employees so that we can remain competitive in our industry.

The greatest strength of the MNJTP is its flexibility. The flexibility of the MNJTP has aided our company to provide various non-credit and credit training for our employees. However, the MNJTP also has some challenges for our company. One of the greatest challenges is the unpredictability of the funding stream. We must depend on whether Mott CC is at the front of the queue and has enough money available before we can take advantage of the MNJTP funding, instead of being able to enter into an agreement to conduct the training as needed.

Accordingly, we encourage the legislature to make the necessary modifications to improve the MNJTP by eliminating the monetary cap and the queuing process to make the MNJTP a more demand driven program. Please feel free to contact me at (248) 486-0112, if you have any questions regarding this correspondence.

Sincerely,

A handwritten signature in black ink, appearing to read 'Mark Hommel', with a large, stylized loop at the end.

Mark Hommel

Human Resource Manager